

AMERICA A VERITABLE PARADISE FOR SERVANTS

But High Wages, Easy Hours and Varied Amusements Do Not Always Keep Them Satisfied.

"A country in the world equals America in the treatment of domestic servants," said a woman who has lived in many countries. "There is another thing, English servants work harder than most servants employed in American families dream of working for the reason that there is nothing on earth kept cleaner than English homes. Such polishing, such shining up of things is almost unknown over here. When I came back from a visit to England I found my house in the dirtiest I have been in a long time, and yet it had been put in good order for my homecoming. By contrast with the English houses I had visited it suffered."

"There are more servants in an English than in an American house of the same class, but the former have to work the harder because English houses are usually



WHEN THE MAIDS HAVE THE BOX.

Getting ambitious to earn more money generally an English servant turns to America.

"What do I think of the Massachusetts minister's suggestion?"

"That it is utterly impractical and inadvisable and that it is unnecessary of this sort which have made the servant question so difficult to handle in this country."

Taking up the question of the relative well being and chances for pleasure of domestic servants in America and Europe, an Englishman who has lived also in France and Germany said that French servants, in his opinion, get more pleasure out of life than most others, the pleasure loving instincts of the higher classes making them like to see all classes enjoy themselves.

"Servants may be miserably housed, often far from their sleeping rooms being far from luxurious even in some of the staidest houses and they may have to work very hard," he declared. "Perhaps their food would seem scant to a London English servant whose 12 o'clock substantial dinner means so much to her, but she has her compensations. There are not so many housekeepers in France, as in England and mistresses are not so exacting on questions of hours off and of getting home at an unreasonably early hour in the evening. Like American mistresses they strain a point often. Cooks and butlers in France get much less pay than in America, but they get more variety in their work. For instance, one of the interesting sights of Paris is the small army of cooks, each with a basket, who descend on the markets every morning to make their purchases, pocket their 5 per cent. commission, crack jokes with friends and acquaintances and then go home to their respective kitchens in the best of humor to prepare the midday breakfast. Perhaps that is a reason why the midday breakfast in France is usually so good. The butler too has his duties and commissions incidental to certain details of the commissary. Relatively he is paid as well as the Englishman and gets more enjoyment out of his work."

For instance, an English butler in one of the finest London families who has six men under him gets only 25s a year, and 55s a month is about the top wage there of a butler who in New York would command from \$75 to \$100 a month.

French women servants and their mistresses are so well suited to each other apparently that despite low wages, hard work, poor sleeping accommodations, often surprisingly few of the former ever come to America. Ladies' maids and governesses we get, but few French women servants.

In spite of the fact that they work at least equally hard, English servants are paid about a third as much as American servants are, and yet strange to say, it is uncommon to hear of one asking for a raise of wages or leaving one place to get higher wages in another place.

"As a matter of course English servants have a comfortable servants' hall, which includes a dining room where even now and then some pretty fine New York houses servants have to sit in the kitchen. All the power houses though provide a separate dining room as well as steam heated sleeping quarters, including a private bath for the servants, and when it comes to comparing the physical comforts provided for servants the world over America leads all other countries."

"The bigger and because there is always an Arcus eyed housekeeper to see that none shirks. To be sure many of the richer American families now have a housekeeper, but the practice is not nearly so general yet as it is and always has been in England."

"With the exception of the servants' dining quarters and living room the London servant doesn't begin to know the comforts of the New York servant. For instance, she or he sleeps in a cold room, goes to bed by the light of a candle instead of gas, has no running water handy and nothing but a portable bathtub."

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animated conversations would take place over the lower phone situated near the foyer hall.

"This would never do. To obviate the trouble and not take back her word she installed a phone in the kitchen hall. Before long the family were treated to dried up outlets, scorched omelets and underdone biscuits so frequently that the master of the house was angry."

"Puzzled, the mistress studied the situation till she discovered that the cook was called to the telephone at all hours of the day and that she would jump to answer on the instant, no matter whether the omelet was just ready to come off the fire or the biscuits just ready to go into the oven. This discovery settled the matter. That phone was taken out in a hurry and the servants forbidden to receive or send private messages over any telephone in the house."

"As every one knows, however, New York women are away from home so much that servants have plenty of chances to use the telephone, and many of them look upon this as a right. Many mistresses yield the point, insisting only that the telephones shall not be used when they are at home."

"There are New York women who

Mistresses Often Spoil Their Maids by Undue Familiarity and Too Much Indulgence.

"A harp and a mandolin" exclaimed her mistress in dismay.

"Yes, but I keep them in my own room. I like to practise there evenings."

"She was told that as her practising might not be agreeable to her fellow servants on that floor she would have to keep her instruments in the servant's sitting room in the basement. The woman flounced out in a temper and when my friend called up the bureau again and said that she wanted a harp, not a mandolin, she met with scant sympathy."

"Only the other day a New York mistress installed as fine a phonograph as one can buy in her servants' sitting room but I am very sure that she will not permit her servants to use her piano."

"It is fact that many of the servants employed by the wealthier New Yorkers ask to bring along musical instruments."

sition as waitress, said that she was glad there was a fine piano in the house so she was going to as she could time her violin by it when her mistress was out. Of course the girl had been in this country several years or she would never have dreamed of making such a remark.

"No, you can't," I assured her, "and you would better not think of taking that place if you expect to do anything of the sort."

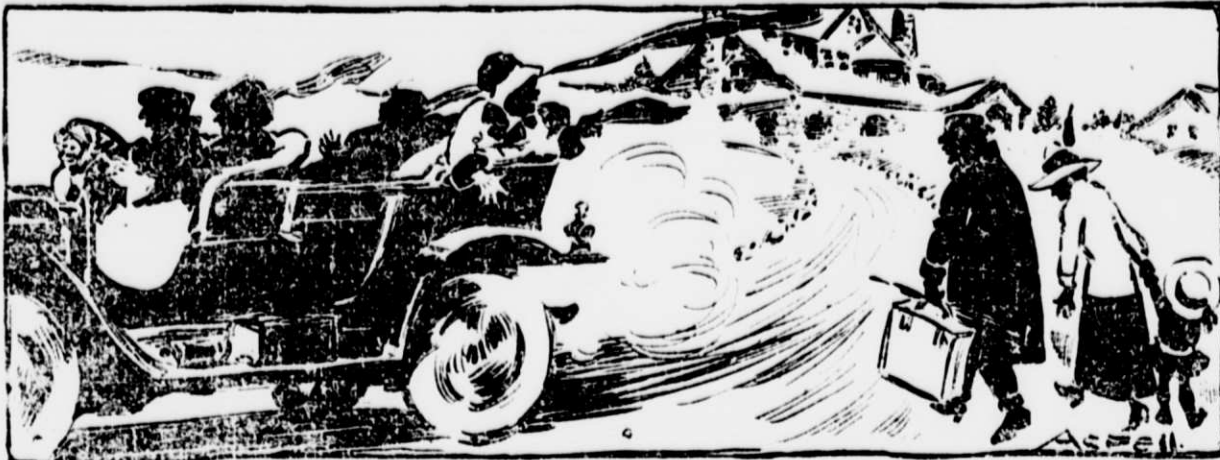
"Indulgent in most things, I know that this mistress would not tolerate having a servant use her piano."

"Indulgent in the last ten years more and more indulgence have been given to New York servants, so many in fact that it seems hardly necessary for a preacher or any one else to suggest any more. What is more, the servants themselves are not happier for having more indulgence of the sort suggested."

"Were rules in this country exactly like those in the old country, servants from Europe would be just as well pleased provided they got the larger wages paid over here. Most of them, I believe, prefer the distant, somewhat cold but generally evenly polite manner of the English and German mistress to the more intimate manner of the New York mistress, who is quite likely to vary this with sharp scoldings upon little provocation."

"It is pretty generally understood that the life of New York domestics is well to do homes as these circumstances raised the life of domestics abroad, provided indeed it may be in France where they don't have a tenth of the comforts American domestics have."

"Asked for her opinion concerning the practicability of the Massachusetts minister's suggestion, said she thought it might work in a small country place where the household help consisted of perhaps two or



THEIR DAY OUT.

In the higher circles of Germany the distance between servants and their employers is kept pretty much as in England, and the rules governing their work and their play are about the same except that the German servant if anything is worked harder than the English. Neither in Germany, France nor England is any provision made for giving servants periodical outings, and an English servant would just about as soon expect to borrow her mistress's diamonds as the use of her piano, books or telephone. In England the servants or as many as can be spared are taken to church on Sunday and sit in a pew behind the family. In big houses situated some distance from a church or a railway station of course servants are carried to and from these points in one of the family vehicles, but this is very different from planning pleasure excursions for the servants."

"That clergyman is only suggesting what is already taking place with some extravagance," was the comment of a New Yorker who has a home full of servants.

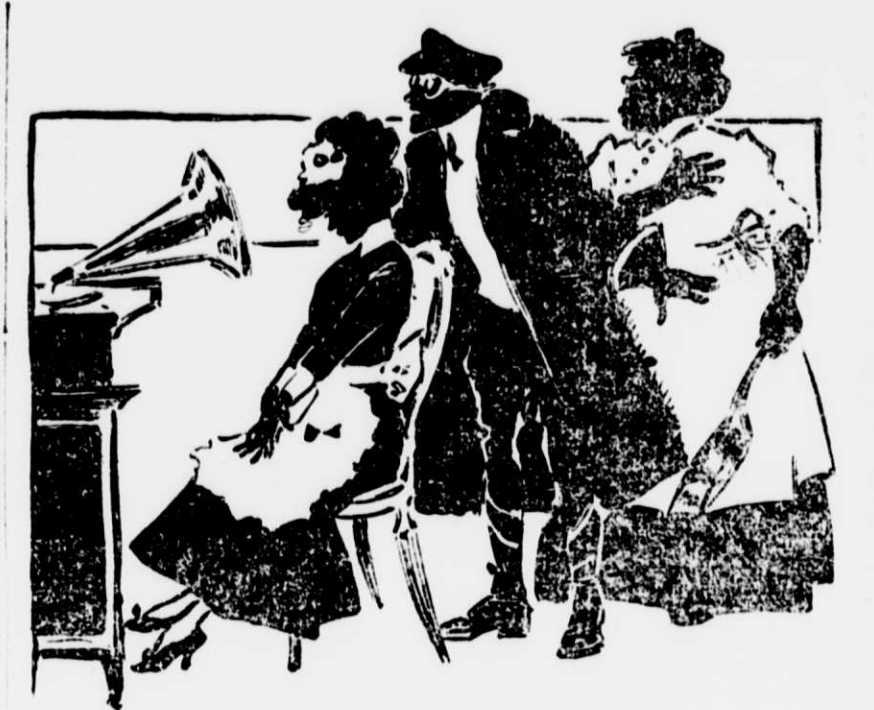
"For instance, recently a friend of mine was obliged to have the telephones in her house put in booths, which she locked up after leaving the house to be gone for a few hours, on account of the increased bills for long distance messages she had never sent. Now this may sound hard hearted to some persons, but it was the only way she could stop the abuse of a privilege limited at the start to sending city calls. Warned by the experience of a friend, she had shut down on her maids receiving messages over the phone. This friend found that at the most inopportune times all sorts of intimate and

every now and then give their servants a party at the theatre and I know of one who let her servants have her opera box for a matinee performance. Tickets for certain theatrical productions they think their servants will like are often given to their women servants by two other indulgent mistresses I know."

"A friend who lives most of the year at her beautiful country place in Connecticut arranges to have her chauffeur take the servants out every other day or so for a long spin so as to keep them back from wanting to get back to New York. In this case the servants use the automobiles nearly as often as the mistress, and this case is by no means exceptional in suburban places. But so far in New York there is no indication that servants will be allowed to use the family automobiles during the day, although I know of one case where the chauffeur is told to take out some of the servants two evenings a week."

"And as for having free access to the family piano, some New York mistresses are having enough trouble as it is with servants who have musical inclinations they want to gratify. Not long ago, for example, a friend of mine called over the phone to a servant's bureau to which she is in the habit of applying for a cook and to her joy learned they had just what she wanted, a fine cook with splendid references. 'I'll take her,' she said delightedly. 'Send her up as soon as you can.'"

"The cook appeared and said that her belongings, including a harp and a mandolin, would be along soon."



"TO THE VICTORS BELONG THE SPOILS."

corroborated the head of the office which tries to supply high class servants."

"Many Swedish girls, for instance, play a mandolin and I have had English and Irish girls who carried around with them a violin. One of these, who wanted a po-

three women, but that in large cities, particularly in New York, where many hundreds of families employed anywhere from six to twenty and more servants of both sexes, it was absolutely impractical."

A PHILIPPINE MARVEL.

Wonderful Rice Terraces Built by Savages in the Island of Luzon.

Almost every traveler in the Orient has seen or heard of the rice terraces in China, Japan and the region of the Straits Settlements. But more wonderful than these, according to the *Scientific American*, are those of the Ilocos, a tribe in Luzon, one of our own Philippine islands.

From an industrial viewpoint the Ilocos is one of the most backward of the Philippine islands, and the rice terraces are a marvel of primitive engineering, a feat of human ingenuity and a thoroughly savage work. Viewing the terraces, one considers them with such works as the Pyramids and the great wall of China or even the Roman viaducts.

By way of contrast with like achievements of more civilized races, it should be mentioned that the Ilocos are aboriginal, primitive, and lacking a settled life and a well-defined religious faith. Then writing up to the time when the American school teacher invaded the island, the Ilocos was a lawless, savage, and a thoroughly savage work.

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WANTED: A DUO-PERSONAL PRONOUN

"He'er," "His'er" and "Him'er" Suggested by Mrs. Ella Flagg Young of Chicago for Use When Both Genders are Referred To.

Foster School in this city. Eight months later she was promoted to be head assistant of the large grammar school in connection with the Chicago Normal School. Eight months later promotion again came to her and she was made principal of the Model School, which institution was opened in connection with the Chicago Normal School.

She was then appointed to a post in the normal school, later to be made its principal. Her next promotion was to district superintendent of schools. Resigning this post, she became attached to the faculty of the University of Chicago. There for five years she taught, as well as studied the psychology of education. Her work attracted the attention of the late Dr. William Rainey Harper, who was president of the University of Chicago. Mrs. Young became so absorbed in her life's work that she decided to go abroad to study education and educational methods.

When she announced her plan many offers to finance her trip to Europe were at once made. Some of her friends wanted to put a time limit on her absence from Chicago. Mrs. Young, however, put all profits of aid aside. She said she was going on her own responsibility and was going to take her own time at her self-appointed task. In 1904 she visited the British Isles and Continental Europe. Everything that was new to her was noted, and these things that she considered worthy of introduction in America were studied carefully.

Upon her return to Chicago she was not allowed to remain idle. She was at once made principal of the Chicago Normal School, in which institution she began years before as a primary teacher. In 1909 she was elected to preside over all Chicago's public schools as superintendent. That office she now holds.

Mrs. Young is ever ready to talk about education. But when she is asked to talk about herself or her career her modesty overcomes her and she borders on stage fright. She has pronounced a new style of personal pronouns in the third

person, but those of the first person are nearly lost from her vocabulary. Mrs. Young is a woman of such individuality that she stands well to the fore in any gathering in which she finds herself. She is about 5 feet 4 inches in height. Her hair is a mixture of gray and black and is brushed back from an unusually high, well rounded forehead. Her eyes are darker than hazel, yet not black. Her features are well formed.

Her manner is kindly and though she is one of the busiest women in Chicago she always has time to consider anything worthy of her attention.

Her step is elastic and her carriage lighter than that of the majority of women thirty years her junior. She is a great organizer and executive. She is practically the center around which revolves the Chicago school system and its thousands of teachers.

When asked if she thought her new style of personal pronouns would become a part of the language Mrs. Young qualified her answer.

"No person can transform a language or any part of it," she said. "Nearly all educators are in touch with the ideas of each other. The best one can do is to suggest. The person who accepts anything just because some other person suggests it is not the culture of person to advance the science of education."

"The greatest things have been accomplished in the long run because conservative heads have been loath to approve of the more suggestion until its true value was proved by trial and usage. I had no idea that my plan of duo personal pronouns would command the attention which it has received."

"Mr. Fred S. Pond of Chicago and myself had talked over the duo pronoun before I ever mentioned it. Mr. Pond and myself agreed there was need for a terse form of mentioning the third person without identifying that person by gender. At a meeting held subsequent to our talks I addressed a body of school principals. It was a mixed audience. I then told them of the need of the 'he'er,' 'his'er' and 'him'er.' I really told them I should address my audience in such terms."

"My hearers showed interest in the form, and since that time it has caused comment, all of which, I am glad to say, is for the greater part more or less serious."

"Now, I want to say one thing. No one person can make any part of the language. Any suggestion may be offered by an individual. That suggestion must be given consideration by many educators before it can become a part of the language. No person, no matter how exalted his or her station may be, is qualified to make a part of the language without the aid of others."

"The language belongs to us all. It is our means of communicating thought in a manner befitting custom and law. Since none of us is custom or law unto himself what right has one to foist upon us some word? One can merely suggest. Mr. Pond suggested to me the need of duo personal pronouns. We developed the words. There is certainly need for common gender personal pronouns. With this all educated persons will agree."

"Because I am superintendent of schools in Chicago I possess no right to force word ideas on the multitude. I have suggested the need of certain terms that may make the language more complete and easier of expression. But being possessed of only one mind and being only one person I can do no more than suggest. There is certainly great need for a pronoun of common gender."

"If educators think well of my plan they can act on it."

Mrs. Young's proposal has attracted wide attention. It has met with more or less approval.

OBJECT LESSON ROADS.

Uncle Sam Has Experts Who Show How to Build Them.

During the past eight years nearly a million miles of improved highways have been built in this country. The bureau of roads at Washington is doing all it can to improve the roads and with as little expense to the general Government as is possible.

Last year, for instance, it put in fifty-two "object lesson roads," built with local money where a community wanted to improve its highway system. In some cases these object lesson roads served as an expert to the locality and he tells the authorities what kind of a road they can build with the money available.

Usually a mile of the type of road selected is built under the direction of the bureau's expert and the local authorities complete the work. These "object lesson" roads are designed last year represented an outlay of \$120,000, while the Government's part of the cost amounted only to \$40,000.

It has been found that local communities lose more, proportionately, over bridge construction than over road work, says *Harper's Weekly*. This is a specialized type of construction about which town councils and county commissions know but little, and many contractors are in the habit of putting in any sort of a bridge and at as low a cost as possible.

The result has been to force the road officers into the study of bridge building, and there is now in the bureau of roads a department to deal with this problem. From this department there comes a series of experts to give advice, their services being distributed over some twenty States.

The model road system is another form of help which has been given to local communities. This involves the study of local conditions and the drawing up of comprehensive schemes for present and future road improvement. The road mileage of the United States, exclusive of Alaska and the islands, is 2,219,857. Of this only a fraction, over 8 per cent, is improved.

Making Plants Work Day and Night. From *Cassier's Magazine*. B. H. Thwaites in London has made extensive experiments during the last few years with continuous plant growing by using artificial light during the hours of darkness. In order to approach as closely as possible the quality of sunlight, each lamp was provided with double glass globes half an inch apart, the space between them being filled with water.

By passing through this layer of water a part of the light rays is absorbed, just as the corresponding part of the sunlight is absorbed by passing through the atmosphere of the earth. Thwaites has assessed of only one mind and being only one person I can do no more than suggest. There is certainly great need for a pronoun of common gender."

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